

Elizabeth Hanford Dole (1936–), first woman Secretary of Transportation; Secretary of Labor; President of the American Red Cross.

Anne Dallas Dudley (1876–1955), key leader in passage of the nineteenth amendment, giving women the right to vote; Tennessee suffrage and political leader.

Mary Baker Eddy (1821–1910), the first American woman to found a worldwide religion, the Church of Christ, Scientist (Christian Science).

Ella Fitzgerald (1917–), singer.

Margaret Fuller (1810–1850), author, feminist, Transcendentalist leader, and teacher.

Matilda Joselyn Gage (1826–1898), feminist, suffrage leader and author.

Lillian Moller Gilbreth (1878–1972), industrial engineer and motion study expert whose ideas improved industry and the home.

Nannerl O. Keohane (1940–), political scientist and educator; first woman president of Duke University; first woman to head a major women's college (Wellesley) and research university.

Maggie Kuhn (1905–1995), founder of the Gray Panthers.

Sandra Day O'Connor (1930–), the first woman Justice of the U.S. Supreme Court.

Josephine St. Pierre Ruffin (1842–1924), leader and organizer of Black women's organizations; Abolitionist and anti-lynching crusader.

Patricia Schroeder (1940–), congresswoman who has pioneered passage of legislation helping women and families.

Hannah Greenebaum Solomon (1858–1942), founder of the National Council of Jewish Women.

PROVIDING FOR SEVERANCE PAY

Mr. FRIST. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of Senate Resolution 172, submitted earlier today by Senator DOLE.

The PRESIDING OFFICER. Without objection, it is so ordered.

The clerk will report.

The legislative clerk read as follows:

A resolution (S. Res. 172) providing for severance pay.

Mr. FRIST. Mr. President, I ask unanimous consent the resolution be considered and agreed to, the motion to reconsider be laid upon the table, and that any statements relating to the resolution appear at the appropriate place in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

The resolution was agreed to.

The resolution reads as follows:

S. RES. 172

Resolved, That (a) an individual who is an employee in the office of the Sergeant at Arms and Doorkeeper of the Senate who was an employee in that office for at least 183 days (whether or not service was continuous) during fiscal year 1995, and whose service in that office is terminated on or after the date this resolution is agreed to, but prior to October 1, 1995, shall be entitled to one lump sum payment consisting of severance pay in the amount equal to 2 months of the individual's basic pay at the rate in effect on September 1, 1995.

(b) The Secretary of the Senate shall make payments under this resolution from funds appropriated for fiscal year 1995 from the appropriation account "Salaries, Officers and Employees" for salaries of officers and em-

ployees in the office of the Sergeant at Arms and Doorkeeper of the Senate.

(c) A payment may be made under this resolution only upon certification to the Disbursing Office by the Sergeant at Arms and Doorkeeper of the Senate of the individual's eligibility for the payment.

(d) In the event of the death of an individual who is entitled to payment under this resolution, any such payment that is unpaid shall be paid to the widow or widower of the individual or, if there is no widow or widower of such deceased individual, to the heirs at law or next of kin of such deceased individual.

(e) A payment under this resolution shall not be treated as compensation for purposes of any provision of title 5, United States Code, or of any other law relating to benefits accruing from employment by the United States, and the period of entitlement to such pay shall not be treated as a period of employment for purposes of any such provision or law.

ORDER FOR RECESS

Mr. FRIST. Mr. President, if there is no further business to come before the Senate, I now ask unanimous consent the Senate stand in recess under the previous order, following the remarks of Senators LEVIN, KERREY, and KENNEDY.

The PRESIDING OFFICER. Without objection, it is so ordered.

THE LEVIN-DOLE MODIFICATION OF THE WELFARE REFORM BILL

Mr. LEVIN. Mr. President, yesterday I offered an amendment on the welfare reform bill to strengthen the work requirement in that bill. I have long believed that work requirements should be clear and should be strong and should be applied promptly. Able-bodied welfare recipients who are not in school or in job training should work—period. My amendment required that able-bodied individuals either be in job training, in school, or working in private sector jobs within 6 months of receipt of benefits, or else be offered and be required to accept community service employment. This requirement would be phased in over 3 years in order to give States an opportunity to adjust administratively.

This was a strengthening provision that was added relative to work and, while States are given the option to opt out of this particular requirement by notification to the Secretary of Health and Human Services, I hope and would expect that pressure from the American people, who overwhelmingly support strong work requirements, will convince their States to enforce this provision and not opt out. Senator DOLE, the bill's sponsor, accepted the principle and the goals of my amendment and it was adopted by a voice vote.

A few moments ago, on behalf of myself and Senator DOLE, a modification was sent to the desk and was adopted by voice vote. This modification to my earlier amendment will strengthen the amendment by requiring that work re-

quirements apply to recipients 3 months after they begin to receive benefits instead of 6 months; and this accelerates the requirement by 3 months. That is the maximum. So if somebody is not in school or job training or in a private sector job and is able-bodied, under this requirement States will put in place within the next 3 years a requirement that community service jobs be offered to, and that welfare recipients accept, community service jobs within no more than 3 months of the receipt of their welfare benefit.

This modification of this amendment will also put this requirement into law 1 year sooner, after 2 years rather than 3 years. That also is a strengthening requirement.

The Daschle amendment, which was narrowly defeated last week, contained an even stronger provision which was added as a modification at my request.

Experience has shown we must be more aggressive in requiring recipients to work. As I said earlier, I believe this amendment is a firm step in the right direction.

I make a parliamentary inquiry, just to make sure. The modification I referred to in fact was not only adopted as part of the package, but also I ask whether or not there was a motion to reconsider which was tabled?

The PRESIDING OFFICER. With regard to the parliamentary inquiry, the Senator will suspend for a moment.

The answer is yes.

Mr. LEVIN. I thank the Chair and yield the floor.

The PRESIDING OFFICER. The Senator from Massachusetts.

THE DOLE-DASCHLE AGREEMENT

Mr. KENNEDY. Mr. President, I support the Dole-Daschle agreement. This modification restores the Federal commitment to child care as an essential step in moving people from welfare to work. It also prevents an unacceptable tradeoff between job training for dislocated workers in the changing economy and workfare for those on welfare unable to find jobs in the private sector.

Provisions on child care help to improve one of the most troubling features of this bill. Rather than end the Federal commitment to child care and put the funds into a general pool, we have reached agreement that a specific allocation of funds to child care is essential if we are serious about moving people from welfare to work.

As a result of this agreement, fewer children will be left home alone and more families will be able to obtain the child care they need in order to take jobs to become self-sufficient.

I am hopeful the progress we have made on this issue will be preserved in conference with the House of Representatives. For welfare reform to be worthy of the name, it must not punish innocent children because they happen to be born poor. It must provide genuine opportunities for their parents to find jobs.